

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

16-CA-295309

8/10/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Dillas Quesadillas Holding, LLC		b. Tel. No. (972)246-9083
		c. Cell No.
d. Address (Street, city, state, and ZIP code) Dillas Quesadillas Holding, LLC 6617 St. Anne, Dallas, TX 75248 Denton Location 1715 S. Loop 288, Suite 100, Denton, TX 76205	e. Employer Representative Denton Location: (b) (6), (b) (7)(C)  Dillas Quesadillas Holding, LLC (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C) @dillas.com; (b) (6), (b) (7)(C) @dillas.com; (b) (6), (b) (7)(C) @dillas.com
		h. Number of Workers Employed 45
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify Principal Product or Service	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
Within the last six months, the Employer has interfered with, restrained and coerced employees in the exercise of their rights protected by Section 7 by the following conduct:

1. In or around October/November 2021 and again during the week of April 4 or April 11, 2022, the Employer interrogated employees about whether they had shared their pay rate with other employees and informed employees that their pay rate is confidential and should not be shared with other employees; and
2. On or about April 30, 2022, the Employer:
  - Promulgated a No Gossip Policy in response to employees protected concerted activity
  - Promulgated No Gossip Policy which prohibited employees from discussing their terms and conditions of employment
  - Informed employees that pay rates are confidential and should not be shared with others
  - Told employees if they had issues at the store they should not talk amongst themselves and should instead talk directly to the General Manager
  - Threatened employees with discharge by indicating that violating the No Gossip Policy was grounds for termination

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Address: (b) (6), (b) (7)(C) Date: August 10, 2022	
Tel. No.	
Office, if any, Cell No. (b) (6), (b) (7)(C)	
Fax No.	
e-mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 16  
819 Taylor Street, Room 8A24  
Fort Worth, TX 76102-6107

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (817) 978-2921  
Fax: (817) 978-2928



Download  
NLRB  
Mobile App

August 11, 2022

(b) (6), (b) (7)(C)

Re: Dillas Quesadillas Holding, LLC  
Case 16-CA-295309

DEAR (b) (6), (b) (7)(C):

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Examiner PAUL SYKES whose telephone number is (682) 703-7788. If the agent is not available, you may contact Resident Officer STEVE E. MARTINEZ whose telephone number is (210) 417-4062.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a

written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Timothy L. Watson". The signature is fluid and cursive, with a long horizontal stroke at the end.

TIMOTHY L. WATSON  
REGIONAL DIRECTOR



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 16  
819 Taylor St Rm 8A24  
Fort Worth, TX 76102-6107

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (817)978-2921  
Fax: (817)978-2928



Download  
NLRB  
Mobile App

August 11, 2022

(b) (6), (b) (7)(C)

DILLAS QUESADILLAS  
HOLDING, LLC  
1715 S. LOOP 288  
SUITE 100  
DENTON, TX 76205

Re: Dillas Quesadillas Holding, LLC  
Case 16-CA-295309

DEAR (b) (6), (b) (7)(C):

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Examiner PAUL SYKES whose telephone number is (682) 703-7788. If the agent is not available, you may contact Resident Officer STEVE E. MARTINEZ whose telephone number is (210) 417-4062.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Timothy L. Watson". The signature is fluid and cursive, with a large initial "T" and "W".

TIMOTHY L. WATSON  
REGIONAL DIRECTOR

Enclosure: Copy of first amended charge

cc:

(b) (6), (b) (7)(C)  
DILLAS QUESADILLAS  
HOLDING, LLC  
6617 ST. ANNE  
DALLAS, TX 75248

(b) (6), (b) (7)(C)  
DILLAS QUESADILLAS  
HOLDING, LLC  
6617 ST. ANNE  
DALLAS, TX 75248

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**DILLAS QUESADILLAS HOLDING, LLC**

Charged Party

and

**(b) (6), (b) (7)(C)**

Charging Party

**Case 16-CA-295309**

**AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on August 11, 2022, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

DILLAS QUESADILLAS HOLDING, LLC  
1715 S. LOOP 288  
SUITE 100  
DENTON, TX 76205

**(b) (6), (b) (7)(C)**

DILLAS QUESADILLAS HOLDING, LLC  
6617 ST. ANNE  
DALLAS, TX 75248

**(b) (6), (b) (7)(C)**

DILLAS QUESADILLAS HOLDING, LLC  
6617 ST. ANNE  
DALLAS, TX 75248

August 11, 2022

Date

Cynthia Davis, Designated Agent of NLRB

Name



Signature